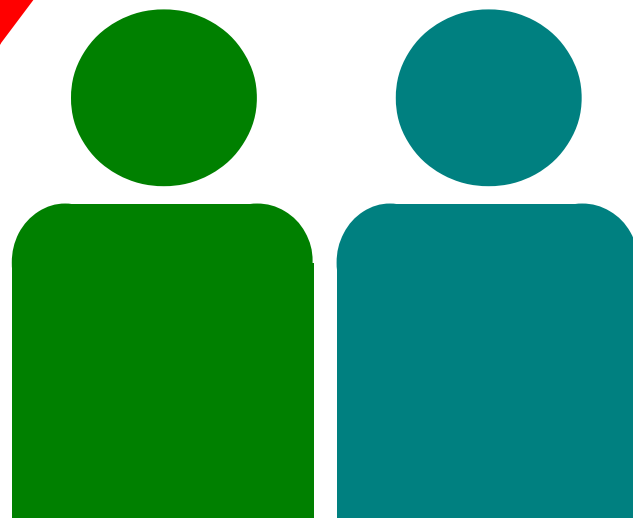
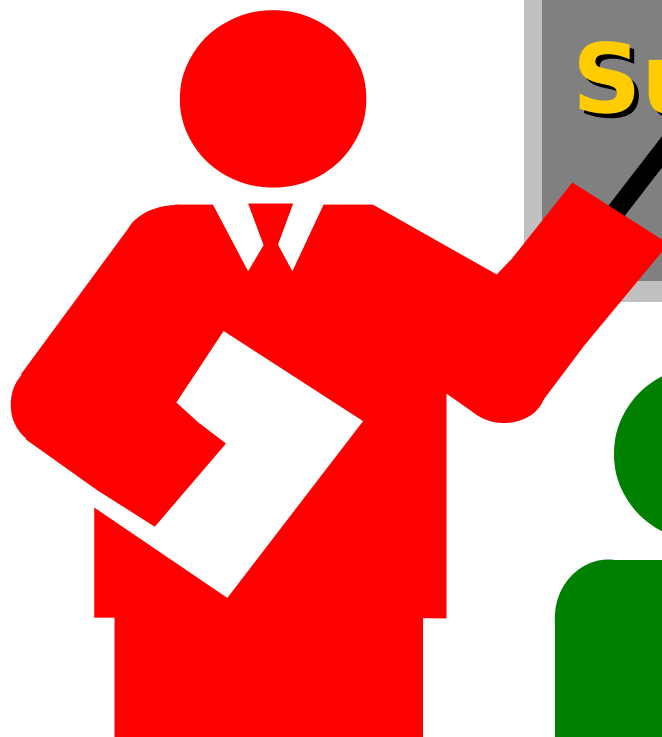




# DLA Supervisory Training



**Presented by:**  
**Donna Butler, DCMC-BG**  
**703-767-3379; dsn 427-3379**  
**[donna\\_butler@hq.dla.mil](mailto:donna_butler@hq.dla.mil)**



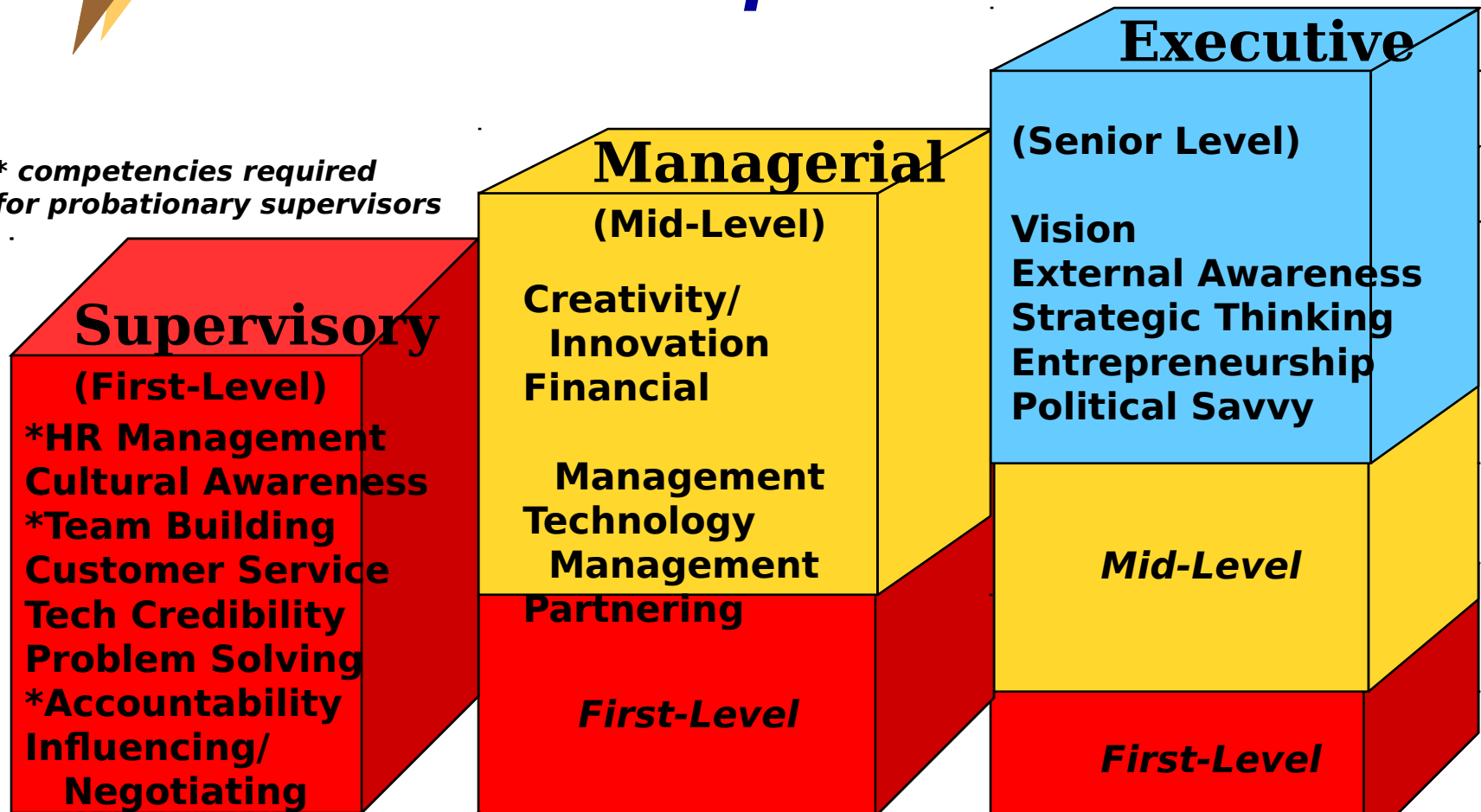
## Background

- The DLA Supervisory Training Vision:  
*“To ensure DLA Supervisors have access to, and avail themselves of, the highest quality education and training - learning tailored to their needs and delivered cost effectively, at the right time, right place”*
- DLA Supervisory Working Group  
Updating Supervisory Training
  - » Competency-based approach -- based on OPM's 27 Leadership Competencies
  - » DLAR 1430.13 being revised
  - » Identifying alternative methods for addressing competencies



# Tier Framework for Leadership

*\* competencies required for probationary supervisors*



## Basic Leadership Competencies

Flexibility  
Resilience  
Service Motivation

\*Continual Learning  
\*Integrity/Honesty  
Decisiveness

\*Oral Communication  
\*Written Communication  
Interpersonal Skills



# ***DLA Supervisory Training***

- Phase I: Competencies required for Probationary Supervisors (less than 12 months)
- Requirements

IDPs required w/in 30 days of appointment

Human Resource Management Course

- » Mandatory -- 40 hour, residential course -- required within first 12 months of appointment
- » Includes **civilian and military** supervisors

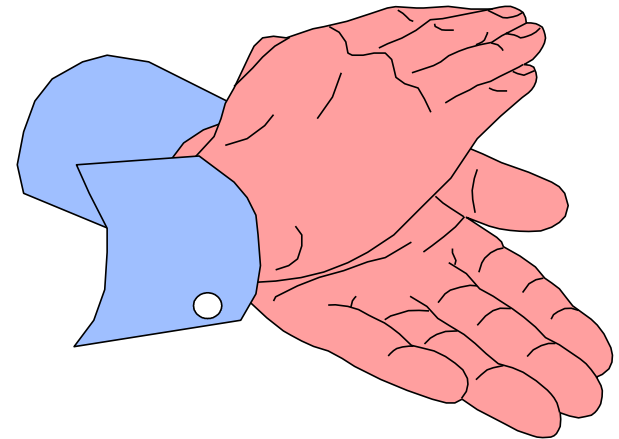
Leadership Assessment Tool -- use to help assess developmental needs -- not performance appraisal

Matrix of resources available for other competencies



# ***HR Pilot Class Offering***

- First class -- June 21 - 25, 1999 -- completed!!!
  - Great reviews
  - Taught by vendor
  - Hosted by DCMDW, audience made up of DCMC supervisors (20 civilian, 5 military)
- Topics covered:
  - HROC Regionalization
  - Employee Relations
  - Labor Management Relations
  - Employee Benefits
  - Safety & Health Modules
  - EEO
  - Classification/Position Management
  - Recruitment & Staffing
  - Training & Development
  - Awards





## ***Phase II***

### ■ Phase II: Other Competencies (probationary & experienced supervisors)

#### Alternative Sources

- » DLA Virtual Library
- » Focus on methods other than classroom
  - ◆ make use of DLA's Satellite Network

#### CBT on HR for experienced supervisors

#### Continuous Learning Requirement for all

- » proposal -- 40 hours every 2 years, including leadership development



## ***What's Next?***

- Group reviewing requirements and developing schedules of locations & students
- HROC Home Page -- Supervisory Development -- Under Construction
- Next class --- October 4-8, 1999

Hosted by DCMDE

New topic: **Military Personnel Management**

**Course Code:  
H/HRPM**



Use to input  
into DLA TA